

**San Jose International Association of Fire Fighters  
2008-2009 Total Compensation Profile**

**TOP STEP BATTALION CHIEF<sup>1</sup>**

	<b><u>Annual</u></b>
Base Pay	\$157,601.60
Holiday-In-Lieu (5.623%)	\$8,861.94
Anti-Terrorist Training Pay (2.00%)	\$3,152.03
Education and Training	\$910.00
EMT	\$2,947.15
Uniform Allowance	\$495.00
<b>Total Cash Compensation<sup>2</sup></b>	<b>\$173,967.72</b>
Retirement Contribution (28.31%)	\$44,617.01
Unemployment Insurance	\$15.76
Health Insurance <sup>3</sup>	\$11,112.24
Dental Insurance (PPO) <sup>3</sup>	\$1,133.52
Life Insurance	\$24.00
EAP	\$253.32
<b>Other Benefits</b>	<b>\$57,155.85</b>
<b>Total Pay and Benefits<sup>4</sup></b>	<b>\$231,123.57</b>

**Notes and Comments**

<sup>1</sup> Battalion Chief classification is eligible for overtime.

<sup>2</sup> Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

<sup>3</sup> Assumes employee is enrolled in family health and dental.

<sup>4</sup> Does not include value of paid sick leave and paid vacation leave.